

2.62.010 Statement of policy.

The following principles and policies are established:

- A. Employment and promotion in the city government shall be based on merit and fitness, free of personal and political considerations, and shall in no way be influenced by religion, creed, color, sex, age, national origin, ancestry or disability.
- B. Just and equitable incentives and conditions of employment shall be established and maintained to promote efficiency and economy in the operation of the city government.
- C. The system shall provide the means to recruit, select, develop and maintain an effective and responsive work force, and shall provide plans for employee hiring and advancement, training and career development, job classification, salary administration, vacations, sick leave, leaves of absence, retirement, fringe benefits, discipline, discharge and other related activities.
- D. It is the compensation policy of the city that its goals for salary and wage ranges be comparable to the average salary and wage ranges of the following governmental entities: Bountiful, Salt Lake City, Sandy, Salt Lake County, South Salt Lake, West Jordan, West Valley, Provo, Layton, and Davis County. Other government agencies and private sector entities may be surveyed as deemed necessary.
- E. It is the intent that all eligible full-time and part-time employees may receive a cost of living pay adjustment based in part, on the cost of living increase as determined by the National Consumer Price Index.
- F. All salary adjustments and cost of living adjustments may be subject to availability of funds and other factors.
- G. Tenure of employees covered by the personnel management system shall be subject to good behavior, satisfactory work performance, necessity for performance of work and the availability of funds.

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